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# PROMOTE: WOMEN IN GOVERNMENT

APRIL 2015 – APRIL 2020

\$38 MILLION

## OVERVIEW

The USAID PROMOTE: Women in Government project advances and empowers Afghan women by fostering opportunities for professional development for female high school and university graduates interested in working with government institutions at the national and sub-national levels.

USAID's PROMOTE: Women in Government project builds the capacity of women aged 18-30 through internship programs, to ensure they have the necessary skills, experience, and knowledge to successfully become a next generation of Afghan political, business, and civil society leaders alongside their male counterparts.

The project is coordinating closely with the Ministry of Women Affairs, Ministry of Labor, Social Affairs, Martyrs and Disabled, and the Independent Administrative Reform and Civil Service Commission (IARCSC) to increase the number of women in the Afghan Civil Service, and covers Kabul, Jalalabad, Mazar-e-Sharif, Herat, and Kandahar provinces with outreach to other provincial urban areas.

## PLANNED ACTIVITIES

- Launch Cohort Eight with 80 women in Nangarhar, launch Cohort Nine with 540 women in Kabul, and launch Cohort Ten with 150 women in Herat.
- Coordinate with the various Ministries to identify internship opportunities with the government and to facilitate offers of employment for the graduating participants.
- Identify policies that need to be reformed to improve Afghan government workplaces and make them more women-friendly.
- Roll out the E-Government and Professionalism in the Workplace and Confidence Building training session. The E-Government training is highly relevant for future civil service career seekers as more government offices utilize electronic service delivery modes. The training material was developed in the previous quarter in collaboration with the Ministry of Communication and Information Technology, the lead agency in E-Government training for government institutions.

## EXPECTED RESULTS

- At least 3,000 female university graduates and high school graduates complete the multifaceted internship program.
- 70 percent of participants in the program are employed by the Afghan government within 24 months of finishing their internship;.
- 75 percent of Afghan government workplace policy reforms benefit and protect female employees.
- A 50 percent increase in local stakeholder buy-in for support of women working outside the home.

## ACCOMPLISHMENTS

- One hundred eighteen participants have graduated from the 12 month program, resulting in 52 full time positions. There are over 2,200 interns currently engaged in the various stages of the internship. Two hundred and thirty-nine interns were placed in the office practicum in 38 government entities.
- The radio show *One Village, A thousand Voices* aired its 200th episode. The program generates more than 6,000 audience reaction from telephone calls and Facebook discussions. Historically, more than 90 percent of the comments and reactions to program episodes are from male listeners in Pashto-speaking regions.

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